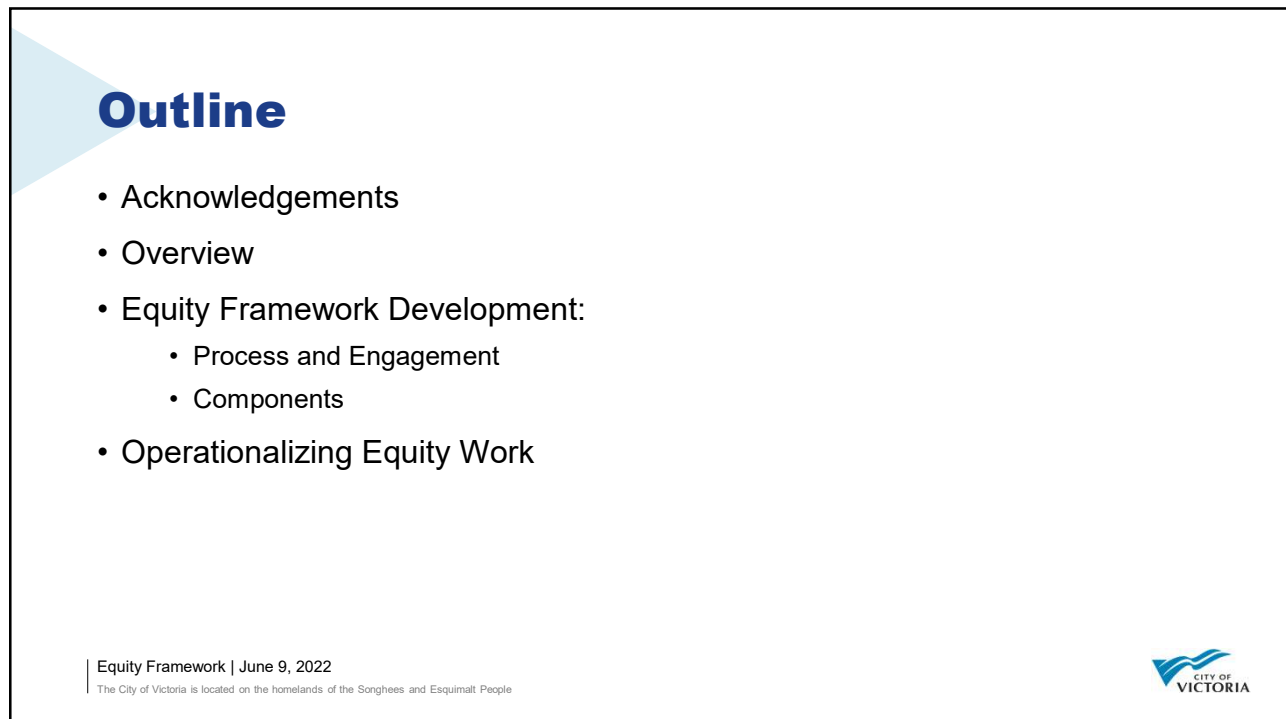


1



2

Acknowledgments

- Rainbow Health Co-op
- Chair in Transgender Studies, University of Victoria
- Support Network for Indigenous Women & Women of Colour
- Inter-Cultural Association of Greater Victoria
- Island Health
- This is Table Talk
- Songhees Development Corporation
- Chinese Community Service Society
- CRD (Indigenous Relations)
- Resilience BC
- Bridges for Women
- Victoria Disability Resource Centre
- Here Magazine & Representation, Engagement & Participation (REP)
- Greater Victoria Housing Society
- Royal BC Museum
- District of Saanich
- VIRCS
- Victoria Women's Transition Housing
- Victoria Peers
- AVI Health
- Aboriginal Coalition to End Homelessness
- Orange Day Society, Victoria BC
- University of Victoria - Equity Office
- City of Victoria staff

Equity Framework | June 9, 2022

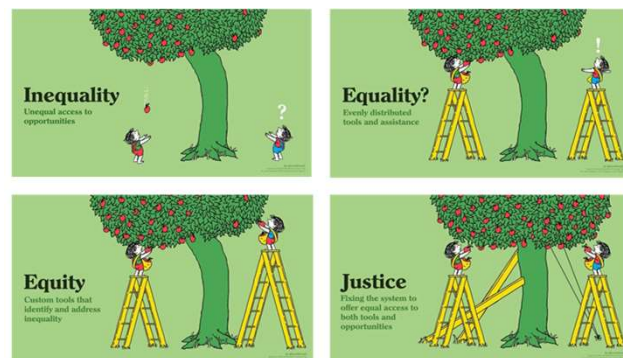
The City of Victoria is located on the homelands of the Songhees and Esquimalt People



3

Overview

- Equity journey to dismantle systemic inequities is a long-term commitment
- Council values:
 - Social justice
 - Intersectionality
 - Quality of life
 - Resilience and prosperous community



Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



4

Overview

- The Framework provides:
 - Overarching vision to guide program and policy design and implementation
 - High-level foundation with pillars to focus effort
 - Intersectional approach
- Context for several existing City strategies and action plans
 - Goal of dismantling systemic inequities achieved through implementation of these strategies and plans
- Organization-wide scope of application
- Living document

Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



5

Equity Framework Development

Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



6

Office of Equity Diversity and Inclusion



Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



7

Office of Equity Diversity and Inclusion



- Internal consultation on equity, diversity, inclusion and accessibility:
 - Over 50 different projects in 6 departments in the past 3 months (Get Growing, Victoria!, EV strategy, Cultural Infrastructure Grant program guidelines, alcohol consumption in parks, RFP – Bicycle Valet Services, Employee Orientation, Equity Update to the Engagement Framework, and much more)
- External professional engagement:
 - Municipal D&I Network
 - Canadian Municipal Network for Women and Gender Equity
 - Municipal Accessibility Network
 - Victoria region D&I practitioners' community of practice (led by the EDI Office)
- Community partnerships and engagement:
 - Welcome Day Celebration and Newcomer Expo 2022
 - Diversity Works! Immigration & Employment in the Capital Region Summit
 - The Sport for Life Canadian Summit

Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



8

Welcoming City Strategy & International Decade for People of African Descent



The EDI Office:

- Supported the development of the Welcoming City Strategy and Implementation Plan with the Taskforce
- Coordinates the work of the Welcoming City Advisory Committee since its transition from the Taskforce (March 2022)
- Oversees an approach to the implementation of 22 recommendations of the Action Plan
- Coordinates the work of the International Decade for People of African Descent Advisory Committee (January 2022)
- Supports the development of the workplan
- Currently supporting the Committee in developing an approach to a community grant program to meet needs of communities of African descent (May-Sept 2022)

Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



9

Equity and Social Planning



- Interim support to the Accessibility Advisory Committee
- Coordination for reporting of 34 actions of the Accessibility Short-Term Action Plan
- Accessible Housing
- Childcare
- Seniors
- Community of Practice (social planning, climate and equity perspectives)
- Overall focus on poverty reduction, inclusion strategies and supporting community well-being



Interested in making Victoria more age friendly?

Come share your ideas to help us create a Seniors Action Plan.

victoria.ca/seniors



Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



10

Equity and Recreation

- Community development and outreach
- Supports Recreation Team in:
 - Development and delivery of equitable and accessible programs and services
 - Subsidy program(s) oversight
 - Identifying, composing and submitting applications for third party funding streams
- Supports the advancement and implementation of cross-departmental related plans such as:
 - Accessibility Framework
 - Transgender, Non-Binary, Two Spirit Inclusion Plan
 - Welcoming City Strategy
 - Youth Strategy
- Newcomer sport and recreation initiative



Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



11

Internal Community of Practice

- **A Community of Practice:** a group of people who share a common concern, a set of problems, or an interest in a topic and who come together to fulfill both individual and group goals.



- Connecting people
- Introducing collaborative processes
- Capturing and sharing existing knowledge
- Stimulating learning & building capacity
- Enabling enhanced dialogue around projects that intersect multiple strategic objectives (climate, equity, social planning, etc)

Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



12

Social Procurement

- Topaz Skate and Bike Park
- Social Value Supplier Directory
- Impact Measurement



Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



13

Equity Update to the Engagement Framework



Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People



14

Recommendation

That Council endorse the proposed Equity Framework

Equity Framework | June 9, 2022

The City of Victoria is located on the homelands of the Songhees and Esquimalt People

